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Area Wage Survey
Frederick-Hagerstown-Chambersburg, MD-PA
December 1984

U.S. Department of Labor
Bureau of Labor Statistics
Summary
January 1985

This summary presents results of a December 1984 survey of occupational wages and supplementary benefits in the Frederick-Hagerstown-Chambersburg area, which consists of Frederick and Washington Counties, Md. and Franklin County, Pa. This is 1 of 92 areas which the Bureau of Labor Statistics surveys at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 71 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 74 establishments employing 24,722 workers was selected to represent 200 establishments employing 39,622 workers in the area. (See table 5 for further information on the scope of the survey.) Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and health, insurance, and pension plans for nonsupervisory production and related workers and office workers.

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

New or revised occupational descriptions are being introduced in this survey for secretaries, stenographers, word processors, messengers, receptionists, general maintenance workers, motor vehicle mechanics (formerly maintenance mechanics, motor vehicles), and material handling laborers. Boiler tenders are no longer surveyed.

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Table 1. Hourly earnings[1] of selected occupations in Frederick-Hagerstown-Chambersburg, MD-PA, December 1984

Occupation	Number of workers			Hourly earnings (all workers)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of[2] —																	
	All[3]	Men	Women	Mean	Median	Middle range	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 11.00	11.00 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00
Secretaries	210	-	208	8.42	7.77	6.20– 9.63	-	-	-	1	1	23	5	36	19	14	18	14	19	4	9	4	4	13	6	19	1
Secretaries I	21	-	21	8.10	6.00	6.00–14.06	-	-	-	1	1	2	1	10	-	-	-	-	-	-	-	-	-	-	-	6	-
Secretaries II	53	-	53	8.54	6.71	6.39–12.80	-	-	-	-	-	4	4	14	8	4	-	4	1	-	-	-	-	1	-	13	-
Secretaries III	71	-	71	7.92	7.93	6.80– 8.60	-	-	-	-	-	13	-	4	3	9	12	10	10	-	-	3	-	2	5	-	-
Secretaries IV	52	-	52	8.85	8.87	6.97– 9.99	-	-	-	-	-	4	-	8	4	1	6	-	8	4	4	1	2	9	-	-	1
Secretaries V	11	-	11	8.87	9.63	- – -	-	-	-	-	-	-	-	-	4	-	-	-	8	4	5	-	2	-	-	-	-
Stenographers	25	-	20	10.65	11.56	8.04–13.42	-	-	-	-	-	-	-	-	-	1	2	7	1	-	-	-	2	5	7	-	-
Stenographers I	15	-	10	11.96	12.60	12.03–13.42	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	2	1	10	-	-
Typists	54	-	53	7.49	7.52	4.35– 8.20	4	7	3	5	3	-	-	-	-	5	10	4	-	-	-	-	-	-	10	-	-
Typists I	40	-	40	7.14	5.00	3.78– 9.47	4	7	3	5	3	-	-	-	1	-	3	3	2	-	-	-	-	-	7	-	-
File clerks	25	4	21	7.50	5.84	4.51–13.25	1	2	1	4	2	5	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
File clerks I	11	-	11	4.70	4.51	- – -	1	2	-	4	2	1	-	-	1	-	-	-	-	-	-	-	3	2	11	-	-
Key entry operators	94	1	93	7.18	6.00	5.20– 7.60	-	-	-	10	15	18	9	10	7	2	7	-	-	-	-	-	-	2	9	-	-
Key entry operators I	60	1	59	7.15	5.74	5.00– 7.43	-	-	-	10	15	7	1	7	5	2	2	-	-	-	-	-	3	-	2	-	-
Key entry operators II	34	-	34	7.24	6.31	5.73– 8.09	-	-	-	-	-	11	8	3	2	-	5	-	-	-	-	-	-	-	-	-	-
Computer operators	65	12	53	7.11	6.73	4.75– 8.10	-	-	12	6	2	7	5	10	4	1	4	2	4	1	-	-	-	-	2	5	-
Computer operators I	12	-	12	5.45	4.88	- – -	-	-	4	2	2	-	1	-	2	-	1	1	2	3	1	-	-	-	2	5	-
Computer operators II	46	11	35	7.48	6.53	4.90– 8.70	-	-	8	4	-	7	4	6	2	1	1	-	2	-	1	-	-	-	2	-	-
Computer operators III	7	1	6	7.49	6.73	- – -	-	-	-	-	-	-	-	4	-	-	-	2	-	1	-	-	-	-	-	-	-
Drafters	107	106	1	9.84	8.71	7.31–12.89	-	-	-	-	-	8	1	12	6	3	13	17	5	4	-	-	-	-	4	9	13
Drafters II	8	8	-	7.68	8.25	- – -	-	-	-	-	-	-	1	1	-	-	3	2	-	-	-	-	-	-	1	-	-
Drafters III	32	31	1	7.56	8.01	6.08– 8.71	-	-	-	-	-	8	-	1	1	5	1	6	8	1	-	-	-	-	-	-	-
Drafters IV	45	45	-	9.94	8.99	7.86–12.91	-	-	-	-	-	-	-	1	1	-	-	4	7	4	4	1	-	2	3	8	-
Electronics technicians	66	66	-	11.64	13.00	9.35–13.04	-	-	-	-	-	-	-	1	-	-	2	4	6	4	2	5	7	-	20	15	-
Electronics technicians I	10	10	-	8.90	8.60	- – -	-	-	-	-	-	-	-	1	2	-	-	4	6	4	2	-	1	-	-	-	-
Electronics technicians II	29	29	-	12.22	14.02	11.51–14.15	-	-	-	-	-	-	-	-	1	-	-	3	3	-	2	-	6	-	2	15	-
Maintenance carpenters	16	16	-	9.98	8.92	8.15–12.17	-	-	-	-	-	-	-	-	-	-	-	1	3	-	-	-	-	-	2	2	-
Maintenance electricians	151	149	-	12.20	14.02	8.85–14.77	-	-	-	-	-	-	-	-	-	2	5	2	2	-	-	-	1	-	-	-	-
Maintenance machinists	36	34	-	13.14	14.60	12.42–14.60	-	-	-	-	-	-	-	-	-	8	7	13	16	2	1	7	-	4	4	89	-
Maintenance mechanics (machinery)	221	221	-	12.15	14.02	8.66–14.02	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	5	-	-	3	24	-
Motor vehicle mechanics	149	149	-	11.75	13.50	10.20–13.50	-	-	-	-	-	-	-	1	6	1	10	6	5	8	-	4	-	3	4	139	-
General maintenance workers	104	104	-	8.06	7.91	7.17– 9.62	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	25	8	56	20	-
Tool and die makers	69	69	-	13.11	14.93	12.39–14.93	-	-	-	-	-	-	-	1	-	26	3	16	18	7	1	4	-	-	-	-	-
Truckdrivers	444	431	-	7.28	6.85	6.60– 7.65	-	-	-	-	-	6	3	1	14	2	8	23	3	6	6	15	17	-	14	-	40
Truckdrivers, heavy truck	112	112	-	7.03	6.85	6.43– 7.35	-	-	-	-	-	-	-	-	-	-	-	-	1	7	5	2	-	-	-	-	-
Truckdrivers, tractor-trailer	108	108	-	8.18	8.90	7.58– 9.00	-	-	-	-	-	3	4	32	37	15	8	5	5	4	2	-	6	3	1	-	-
Shipping packers	86	64	22	8.58	6.95	5.76–13.36	-	-	-	-	-	-	-	26	-	-	11	8	16	45	-	-	-	-	-	-	-
Material handling laborers	100	100	-	8.91	7.31	4.89–13.25	-	-	-	-	-	9	14	2	25	1	-	-	-	-	-	-	2	-	28	-	-
Forklift operators	354	326	28	8.91	7.90	6.02–13.36	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guards	71	69	2	7.94	6.58	6.52–10.20	-	4	5	18	3	9	1	9	4	3	-	-	-	-	-	-	-	-	44	-	-
Guards I	59	59	-	7.46	6.52	6.17– 8.20	-	-	-	-	4	5	4	4	23	-	1	9	-	-	-	-	-	7	108	-	-
Janitors, porters, and cleaners	321	223	94	6.01	6.58	4.71– 6.58	2	34	36	27	20	17	10	118	23	9	7	9	-	-	-	-	12	-	6	3	-	-
																							3	6	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Cost of living allowances and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more and one-half receive the same as or less than the rate shown. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

Table 2. Annual paid holidays for full-time workers in Frederick-Hagerstown-Chambersburg, MD-PA, December 1984

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	3	2
In establishments providing paid holidays	97	98
Number of holidays:		
1 holiday	1	-
3 holidays	-	(1)
5 holidays	2	1
6 holidays	7	11
7 holidays	5	4
8 holidays	2	2
9 holidays	11	18
10 holidays	18	32
11 holidays	21	5
12 holidays	9	14
13 holidays	2	3
14 holidays	5	2
15 holidays	14	5
Average number of paid holidays where provided (in days)	10.6	10.0

[1] Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Frederick-Hagerstown-Chambersburg, MD-PA, December 1984

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	1	–
In establishments providing paid vacations	99	100
Length-of-time payment	92	100
Percentage payment	7	–
By vacation pay provisions for:[2]		
6 months of service:		
Under 1 week	21	5
1 week	17	23
Over 1 and under 2 weeks	1	1
2 weeks	14	7
1 year of service:		
1 week	57	58
Over 1 and under 2 weeks	2	–
2 weeks	29	41
3 weeks	11	1
2 years of service:		
1 week	24	18
Over 1 and under 2 weeks	1	–
2 weeks	57	81
Over 2 and under 3 weeks	2	–
3 weeks	14	1
3 years of service:		
1 week	9	5
Over 1 and under 2 weeks	1	–
2 weeks	55	87
Over 2 and under 3 weeks	2	–
3 weeks	28	7
4 weeks	3	1
5 years of service:		
1 week	4	2
2 weeks	50	76
Over 2 and under 3 weeks	4	–
3 weeks	35	20
Over 3 and under 4 weeks	3	(3)
4 weeks	–	(3)
5 weeks	3	1
10 years of service:		
1 week	4	2
2 weeks	10	10
3 weeks	62	80
Over 3 and under 4 weeks	5	(3)
4 weeks	15	6
5 weeks	3	1
15 years of service:		
1 week	4	2
2 weeks	2	1
3 weeks	51	58
Over 3 and under 4 weeks	10	7
4 weeks	30	29
6 weeks	3	1
20 years of service:		
1 week	4	2
2 weeks	2	1
3 weeks	17	18
Over 3 and under 4 weeks	(3)	(3)
4 weeks	52	66
Over 4 and under 5 weeks	5	–
5 weeks	16	11
6 weeks	3	1
25 years of service:		
1 week	4	2
2 weeks	2	1
3 weeks	16	14
Over 3 and under 4 weeks	(3)	(3)
4 weeks	41	59
Over 4 and under 5 weeks	5	–
5 weeks	29	22
6 weeks	3	1
30 years of service:		
1 week	4	2
2 weeks	2	1
3 weeks	16	14
Over 3 and under 4 weeks	(3)	(3)
4 weeks	37	55
Over 4 and under 5 weeks	5	–
5 weeks	32	25
6 weeks	3	1
Maximum vacation available:		
1 week	4	2
2 weeks	2	1
3 weeks	16	14
Over 3 and under 4 weeks	(3)	(3)
4 weeks	37	55
Over 4 and under 5 weeks	5	–
5 weeks	31	20
6 weeks	5	6

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

[2] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

[3] Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Health, insurance, and pension plans offered to full-time workers in Frederick-Hagerstown-Chambersburg, MD-PA, December 1984

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	98	99
Life insurance	92	91
Noncontributory plans	83	76
Accidental death and dismemberment insurance	77	69
Noncontributory plans	71	65
Sickness and accident insurance or sick leave or both[2]	92	94
Sickness and accident insurance	80	46
Noncontributory plans	74	42
Sick leave (full pay and no waiting period)	24	79
Sick leave (partial pay or waiting period)	4	2
Long-term disability insurance	40	57
Noncontributory plans	37	50
Hospitalization insurance	98	99
Noncontributory plans	82	84
Surgical insurance	98	99
Noncontributory plans	82	84
Medical insurance	98	99
Noncontributory plans	82	84
Major medical insurance	94	98
Noncontributory plans	78	76
Dental insurance	44	40
Noncontributory plans	32	26
Health maintenance organization	1	(3)
Noncontributory plans	-	-
Retirement pension	86	75
Noncontributory plans	83	72

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, social security, and railroad retirement.

[2] Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately below. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

[3] Less than 0.5 percent.

Table 5. Establishments and workers within scope of survey and number studied in Frederick-Hagerstown-Chambersburg, MD-PA,[1] December 1984

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey[3]	Studied	Within scope of survey				Studied[4]
				Total[5]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	200	74	39,622	100	21,949	4,215	24,722
Manufacturing	50	92	32	24,333	61	16,843	2,666	16,188
Nonmanufacturing[6]	50	108	42	15,289	39	5,106	1,549	8,534

[1] The Frederick-Hagerstown-Chambersburg area consists of Frederick and Washington Counties, Md. and Franklin County, Pa. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis of comparison with other statistical series for the area to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the Standard Industrial Classification Manual was used in classifying establishments by industry division.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets of companies in such industries as trade, finance, auto repair service, and motion picture theaters (within a Standard Metropolitan Statistical Area or nonmetropolitan county) are considered as one establishment.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; laundries and other personal services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); engineering and architectural services; and miscellaneous business services. Major industries excluded from this survey are agriculture; mining; construction; some services (notably educational institutions and medical services); and government operations.

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